

A collage of symbolic objects is arranged on the left side of the slide. At the top left is a portion of a chessboard with several chess pieces. Below it are two medals: one with a red ribbon and a star, and another with a blue ribbon and a star. A pair of thin-framed glasses lies horizontally across the middle. In the bottom left corner is a small, round compass. The background is a light, textured surface.

Corporate Health: A Glocal Perspective

Dr. A A Adewakun
Oct 11, 2014

Simple mistakes can shatter lives...

A photograph of a chef in a white uniform and blue hairnet, slipping on a liquid spill in a kitchen. The chef is holding a tray and looking down in shock. The text "Simple mistakes can shatter lives..." is overlaid on the top left of the image.

Outline

Key Terms

The Main Issues

Whose responsibility?

What is Involved?

Key Facts

Global and Local

The edge of the frontier!

Next Steps...

Macro, Meso and Micro systems



Wellness

Physical

— fitness, nutrition, medical self-care

Emotional

— stress management, depression, crisis care

Social

— community, family, friends, co-workers

Intellectual

— educational, career development, achievement

Spiritual – love, hope

Occupational

— safe, risk-free, work environment





Wellness ‘An intentional choice of a lifestyle characterized by personal responsibility, moderation, and maximum personal enhancement of physical, mental, emotional and spiritual health.’

Workplace Program

‘An organized program intended to assist employees and their family members in making voluntary behaviour changes which reduce their health and injury risks, improve their health consumer skills and enhance their individual productivity and well-being’.

Wellness



Wellbeing

‘the state of being happy, healthy or prosperous





Health 'the condition of being well or free from disease; the overall condition of someone's body or mind'



Fitness

Multi-dimensional. Different activities require different combinations of skills and abilities!

WORKPLACE

Health Promotion

...is good business

Karen Armstrong, M.A., DPH
Workplace Wellness Consultant

Fit 'physically healthy and strong'

Wellness 'the quality or state of being in good health especially as an actively sought goal; lifestyles that promote *wellness*'





Employees With These Health Problems Can Cost You

Heart Disease = \$6,112.00

Depression = \$6,667.00

Arthritis = \$5,000.00

Diabetes = \$5,000.00

Back Pain- Patients spend 60% more on health care costs

Obesity- Absent 2.3 times more than lean employees

* per employee per year

Key Issues

Employment levels

Expectations

- employee; - employer

Perceptions

- rights; responsibilities; perquisites

The workplace

- duration 8hrs/day (12 – 72 hrs)

- environment

- nature, volume, frequency

- risks, hazards

- mental, physical, emotional effort

- level of supervision/role

Statutory/Regulatory

Requirements

Industry Standards/Best Practice



**HEALTH
insurance**

Whose Responsibility?

Employee(s)
Organisations
Government
Non-govt Agencies
Industry(ies)
Regulators





Main Responsibilities

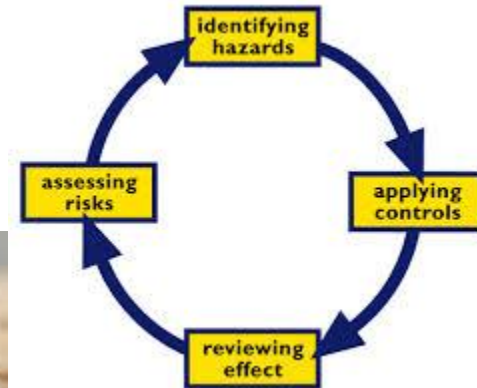
Employer	Employee	Govt.	Industry
Strategic thought leadership	be healthy and productive	Regulatory	Set minimum standards
Healthy culture and lifestyle	arrive at work in good health	Statutory	Scientific ergonomic analysis and research
Workers stay healthy and productive	Compliance with policies and procedures	Legislation	find practical solutions to the physical demands of the workplace
minimize risks and hazards that will keep employees from their jobs		Set and enforce standards	Solve problems
Solve problems			Recognize and reward best practice
provide appropriate and adequate resources that will facilitate optimal performance and productivity			Identify benchmarks



What is Involved?

Understanding that:

- A healthy workforce is essential
- Human capital
 - most valuable resource
 - contribute the greatest value
- Productivity, profitability, performance and health are related



PUBLIC HEALTH IS ROI
 Save Lives, Save Money
 National Public Health Week
 April 1-7, 2013 • www.nphw.org



Interactive workshop on job retention and return-to-work of employees with chronic illness
 Sunday, 24 August 2014 - Frankfurt

Organized by

prevent



Site event of



XX World Congress on Safety and Health at Work 2014
 www.safety2014agency.com

Workplace health practices for employees with chronic illness





Benefits

Employees of companies that have a workplace wellness program are likely to have:

- Increased awareness and knowledge of ways to improve their health;
- A better (less stressful) workplace
- Increased protection from injury
- Improved health and well-being
- Higher morale and greater job satisfaction
- Increased productivity and effectiveness at work
- Reduced personal health care costs
- A more relaxed/flexible approach to health issues



Main Motivators (USA)

- Attract and retain employees
- Reduce the costs of disability, drugs, and absenteeism
- Reduce the effects of a stressful workplace
- Reduce health costs or keep them contained
- Improve morale by creating a happy, supportive environment
- Develop and sustain organisational culture – brand identity/image

2/3

of the increase
in healthcare spending
can be attributed to
increasingly unhealthy
lifestyle behaviors.

US Department of Health and Human Services



Organisational health process



40% have an organizational
health process in place.

Health risks increase sick leave use



Workplace Health
& Safety Research

Fruits and vegetables are
often less expensive and
better for employees than
common snacks.

There is a strong link
between unhealthy lifestyle
and the development of
high blood pressure, high
cholesterol and diabetes -
which can significantly
affect the company's profits

5 components of workplace
culture that directly affect
employee and
organizational health:
credibility, respect,
fairness, pride and
camaraderie

For every \$1 invested
in workplace wellness,
companies can receive
up to \$3 in return.



Study Results...

Healthy	Unhealthy
2 days annual sick leave	18 days annual sick leave
Self-rated performance - 8.5/10	Self-rated performance of 3.7/10
143 effective hours worked (full time) per month	49 effective hours worked (full time) per month
Healthy diet	High fat diet
Fit, energetic and alert	Low energy levels; poor concentration
Normal body weight	Overweight or obese
More attentive at work; better sleep patterns	Irregular sleep patterns
Actively manage stress levels	Poor stress management techniques



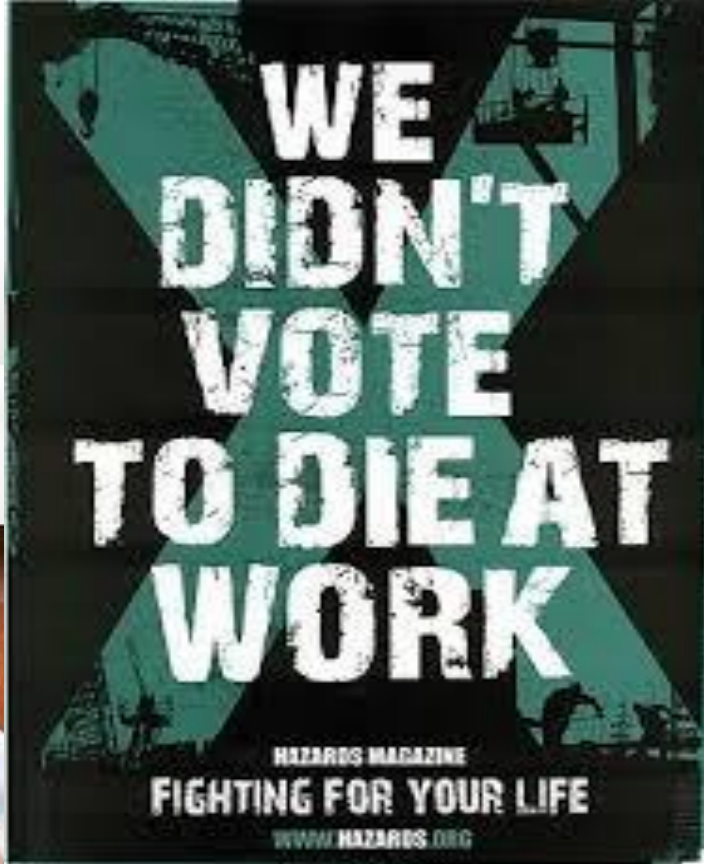
Modifiable health risks and health care expenditure

Health Condition	% increase in annual health plan cost
Lack of exercise	10
Depression	70
Stress	46
Elevated blood sugar	35
Obesity	21
Smoking	20
High Blood Pressure	12



Organizational Health Fingerprint - USA

Major (Preventable) Risk Factors	Working Adults (%)
Alcohol Use	16
Poor Nutrition	71
Little or no Exercise	63
Stress	61
Cholesterol	54
Back Care	44
Driving related (seat belt use, speeding)	44
DUI, texting/cell phone	32
Smoking	22
High Blood Pressure	21




The Paradox!



**Physical health and
the workplace —
promotion, and guidance
implementation**

psychologiques



AND THEN THE BACTERIA REPLICATED - I CONTRACTED A COMMUNICABLE DISEASE!



memegenerator.net

HEALTHY WORKPLACE

Workplace Culture and Supportive Environment

Physical Environment and Occupational Health and Safety

Benchmarks and Best Practice

USA	South Africa	Nigeria
Strategic thought leadership Facilities and programs Health improvements directly attributable to interventions Healthy culture, Leadership support, Exceptional awareness Cost savings, Reduction in absenteeism, Sustainability	Vitality Age	Trust Index Credibility, fairness and Respect
Google, M/Soft, Jamba Juice, NIKE, Twitter, Equinox	Hatch, Shell, Tongaat Hulett	Guinness, FBN, GTB, Accenture, Fidelity, LBS
DRAPER, Decatur County Hosp		Environment conducive to workers efficiency – OandO, Red sar Express, SKYE, Access



Benchmarks and Best Practice - Nations

Country	
Denmark	Universal nursery care One year paid leave for new parents (birth and adoptive)
France	no official emails after office hours 35 hour week
Sweden	35 hour week Paternity leave u to 6 months
Switzerland	On-the-job education and training
Lagos State	6 months paid leave for the first 2 children



Nigeria

‘Best there is’	Most
Multinationals – ‘best there is’ but below par	Applicants ‘must be able to work under stress’
Club membership	*HMOs (different plans); free or subsidized meals
On site creche - subsidized	On site creche
Full health coverage	
Gymnasium	



at the edge of the frontier...





Edge of the Frontier

preventive care for the whole family

weight loss programs

stress reduction programs

real-estate counseling

discounts on certain insurance

legal assistance

reward employees who earn a new degree with a 5% salary increase

maternity and paternity leave

onsite gyms

wellness site

reward health-related choices

Indoor tennis, golf, scooters

onsite physical therapist

onsite chiropractor

Work Conditioning Program

Ergonomic Analysis

Personality-job fit

Functional Capacity Evaluation

Job Site Assessment.

Job Description Development





Indoor gym and sports
Health spa
Unlimited paid vacations
Whole family health & dental coverage
Adoption assistance programs
Professional development
Computer-based training

Global Innovations

health coaching
corporate fitness classes
healthier employees
health fairs
5K training programs
wellness seminars
lunch and learns







Last Words

A safe workplace may not be healthy

A healthy workplace may not be safe

A workplace must be healthy and safe



Challenge

Make a case for a wellness program – a clear economic rationale (benefits of having versus cost of not having one)

Demonstrate importance in reducing health costs

Propose a model program and evaluation plan that best fits your organization

Propose a reasonable budget that will achieve your program goals.

Identify a senior level ‘wellness champion’

Show that prevention can result in a return on investment within as little as one year

Implement an annual evaluation and regularly report progress and results.